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hello, and welcome to RedHawk squawk exercise for life, a podcast brought to you by Seattle University's Kinesiology department.

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00:03:56.310 --> 00:04:07.380

Kinesiology is the study of how the human body functions and our department wants to share knowledge that will allow anybody to function, a little healthier regardless of that body shape ability, age, gender or race.

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00:04:07.890 --> 00:04:13.620

Each of our podcasts will highlight a different aspect of our field and help translate existing research into everyday practice.

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February's black history month and we wanted to celebrate the central important time by inviting a guest speaker, who has both academic and personal knowledge in the circumstances that surround.

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Black athletes within the US higher education system, Dr. Alvin Logan is both a scholar and a former athlete who's research interests focus on Black males in higher ED and specifically black collegiate athlete identity development welcome Dr Logan how are we?

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Dr. Alvin Logan : Most excellent. I'm happy to be promised another day and excited to be here talking with you all and sharing word bama research and about the importance of racing sports.

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00:04:50.730 --> 00:05:00.360

Dr. Alvin Logan : Well we're so excited to have you here and we're so excited that you were able to be part of our podcast and you mentioned that you do work in athlete identity development, can you tell us what that is.

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00:05:00.750 --> 00:05:15.840

Dr. Alvin Logan : Absolutely but before we jump into it may I just give a couple acknowledgements? I want to say happy black history month especially to my melanated folks out there, we celebrate all year but month we highlight. Also want to say that we are on.

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00:05:17.100 --> 00:05:25.290

Dr. Alvin Logan : The ancestral lands of the coast sailors people's which have been stewarts in the last since time immemorial, and I want to give praise and thanks for being good stewards of the land.

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00:05:25.770 --> 00:05:32.490

Dr. Alvin Logan : And then to everybody who supports my work, especially Dr. Langston Clark and Dr. Crooms will which we have a podclass going.

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00:05:33.090 --> 00:05:36.510

Dr. Alvin Logan : first of its kind of different ways to get learning opportunities for folks out there.

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00:05:37.470 --> 00:05:50.580

Dr. Alvin Logan : And, of course, thanks to my family and everybody who got me to this point. I like to give roses every chance, I can, because you know you never know sometimes but it's always good to let people know where they sit so Jay Thank you just so you know you're hearing me.

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00:05:52.530 --> 00:05:54.810

Dr. Alvin Logan : But yes so about identity....

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00:05:54.810 --> 00:05:58.320

Sarah Shultz: Hold on a second I want to go back you have your own podcast let's do a proper plug.

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Dr. Alvin Logan : Yeah absolutely um it's a pod class though we're combining a podcast and a class and it's a.

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Dr. Alvin Logan : it's a connection between the University of Texas at Austin and also University of Texas San Antonio.

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00:06:14.760 --> 00:06:24.600

Dr. Alvin Logan : And it's two doctors are there, Dr Langston Clarke and and I guess, soon to be Dr Brennan Crooms who is an instructor at University of Texas, we came together to do a pod class based off of.

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00:06:25.080 --> 00:06:33.600

Dr. Alvin Logan : You know just the interest of podcasts and also with distance learning with classes, we wanted to join it to have speakers from across the world to talk about race and sport.

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Dr. Alvin Logan : So we've been putting together a pretty nice lineup of folks and it's gained a lot of interest and just a different way to bring learning material to people so fantastic that sounds amazing.

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00:06:47.880 --> 00:07:04.560

Sarah Shultz: I know now i'm gonna go back to my original question, so the athlete identity development, I want you to tell me a little bit more about that, and then I want you to be able to help us frame that in that space of the uniqueness of black males creating and developing that identity.

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00:07:05.160 --> 00:07:13.230

Dr. Alvin Logan : Absolutely, so there are a number of different identities, which folks could engage in and be able to study, namely academic, racial, athletic you know.

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00:07:13.560 --> 00:07:16.590

Dr. Alvin Logan : Those are a lot of which are within the field of reasons that people look at.

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Dr. Alvin Logan : specifically within those I've looked at racial identity and continue to look at racial identity and athletic identity of athletes and I believe this is important because race is, something that has.

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Dr. Alvin Logan: ontic implications in the United States right and it's something that is not necessarily biological but social and when it's social people can be classified in different ways and people have different experiences, based on the amount of melanin that they have within their skin.

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00:07:42.300 --> 00:07:55.890

Dr. Alvin Logan : And to understand what that means also as an athlete I wanted to pair that with the AIMS which is athletic identity measurement scale and the racial identity scale that I used or use in my research is the CRIS cross racial identity scale.

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00:07:57.270 --> 00:08:14.760

Dr. Alvin Logan : Came from William Cross at the University of Denver I believe now and he's been doing racial identity scales for about 40, 30 some years now, so I wanted to combine those two because uniquely the place in athletics that black males hold is very.

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00:08:17.490 --> 00:08:19.110

Dr. Alvin Logan : How do I, how do I put this? It's very

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00:08:20.430 --> 00:08:26.580

Dr. Alvin Logan : tumultuous right, and I use that word because there's praise for black athletes on the field.

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Dr. Alvin Logan : But there's a lot of disdain as you kind of meld back into what blackness means within the Community the larger part outside the arena outside of the football field outside of the bounds of athletics.

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00:08:38.790 --> 00:08:53.550

Dr. Alvin Logan : So understanding the marriage between racial identity athletic identity is one very important and important for athletes coming up just to understand the ways in which statistically they're going to express those identities, especially when it comes to a sport like football.

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00:08:55.950 --> 00:09:04.830

Sarah Shultz : Okay, and so, when you played football was your other sport?

Dr. Alvin Logan: I played football and ran track right indoor track at the University of Washington.

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00:09:05.850 --> 00:09:10.320

Sarah Shultz: Did you find those two identities, to be different for yourself?

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00:09:11.670 --> 00:09:15.870

Dr. Alvin Logan : I found it to be one, and I say this next because my research but I say.

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Dr. Alvin Logan : This as.

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Dr. Alvin Logan : Someone who grew up who grew up pretty strong in my identity as a black person as a black male.

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00:09:23.880 --> 00:09:30.720

Dr. Alvin Logan : My father was a big advocate for that, and a lot of times they talked about the history of black athletes not having a father in the home, my father was ever present.

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00:09:31.170 --> 00:09:43.110

Dr. Alvin Logan : There throughout every stage of my life, and with that came a very empowering understanding of my racial identity and empowering understanding of myself as a male in a way which to carry myself.

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00:09:43.950 --> 00:09:50.190

Dr. Alvin Logan : So my experience at the University of Washington was great in the beginning, I would say, I had.

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Dr. Alvin Logan : I was recruited by and then had a black head coach Tyrone willingham for two years, it was an amazing experience.

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Dr. Alvin Logan : Of course, I mean you know we didn't we didn't win very many games and that's what you know people play it for us to win games, but there were much larger lessons that are learned about life.

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Dr. Alvin Logan : From coach Tyrone willingham and his staff his staff had a number of different black coaches on in which was a number, which was something else that you don't necessarily see within.

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Dr. Alvin Logan : college football unless it's under a black head coach and that in itself was the representation I needed to see more from myself so coming into it, I had a clear mind of what was as a black identifying person.

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Dr. Alvin Logan : But the game of football does something to you right, it's something to be on a campus of 40,000 people and people cheer for you.

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00:10:39.750 --> 00:10:55.290

Dr. Alvin Logan : And people understand who you are just as an athlete right so having that understanding coming into it it's like man my athletic identity overshadow my racial identity, and oftentimes it felt as if you know I just

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00:10:58.170 --> 00:11:05.160

Dr. Alvin Logan : felt empowered by being an athlete right, so it starts to overshadow your racial identity, because of the presence and the power in the.

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00:11:05.550 --> 00:11:12.750

Dr. Alvin Logan : The opportunity that being an athlete in college presents and the way in which you walk across campus people notice you for the sports you play, not because of the color your skin.

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00:11:13.230 --> 00:11:17.070

Dr. Alvin Logan : But oftentimes those two can be a marker of somebody who does play.

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Dr. Alvin Logan : So my athletic identity was elevated. I'm like man, I'm an athlete, this is cool, I'm walking across campus, I'm wearing my gear, I'm doing everything it's like man, this is an athlete I'm plugging into the culture.

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Dr. Alvin Logan : And, as such, my racial identity took a backseat folks were excited about it a lot of the peers that I would interact with me as a football player less as a black person and it.

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Dr. Alvin Logan : It showed right and, as you know, we go on to our second year playing. We didn't win a football game, we went 0 and 12.

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Dr. Alvin Logan : And some of the ugly racial hatred started to rear its head.

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Dr. Alvin Logan : I remember a couple of times I was walking across campus and especially across Greek row where we were called the N-ward a number of different times. Me, and one of my best friends

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Dr. Alvin Logan : It was a teammate of mine were walking across them, which is called the N word out of nowhere we looked at each other and we laughed because it's like they wouldn't say it's our face.

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00:12:07.650 --> 00:12:13.140

Dr. Alvin Logan : Because they went driving past right and they screamed it out the window and that's because we weren't winning games.

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Dr. Alvin Logan : Have we been to the national championship, like the Washington team that went and played out, you know Alabama or to the final four, I guess, if you will.

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Dr. Alvin Logan : It may have been a different story, and some of these may have a different story with that, but.

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Dr. Alvin Logan : Mine was one of when we weren't performing on the field when we weren't doing as well, my racial identity was becoming more salient in my athletic identity.

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00:12:35.790 --> 00:12:45.120

Dr. Alvin Logan : As such, I found within my research of the 247 participants that I've worked with and my dissertation.

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Dr. Alvin Logan : The data has come back and said that there's an inverse relationship between racial identity and athletic identity.

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Dr. Alvin Logan : Meaning that at the beginning of a mouthpiece career their athletic identity is going to be elevated and the racial identity is going to be depressed.

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Dr. Alvin Logan : And, as it starts to move between if they're going to play or not in the NFL or if they're contributing to the team they invert.

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Dr. Alvin Logan : Right, so if they're not contributing to the team and they don't see themselves playing in the NFL and they're not really.

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00:13:12.840 --> 00:13:17.640

Dr. Alvin Logan : A starter or frontline or their careers about the end their racial identity elevates.

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00:13:18.180 --> 00:13:24.480

Dr. Alvin Logan : And that is just understanding freshmen and seniors and their trajectory of understanding of the CRIS and the AIMS.

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00:13:24.810 --> 00:13:37.350

Dr. Alvin Logan : So I mean it's representative of not just my experience, but the experience of a lot of different division one power five collegiate football players, which is the top of the top, you can get within the NCAA and the biggest stage, you can be on.

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00:13:38.610 --> 00:13:49.620

Sarah Shultz: So when we talk about those identities are those external identities are they identities that are given to you that are projected onto you by the.

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00:13:50.790 --> 00:13:59.670

Sarah Shultz: individuals in the Community in the environment or the internal identities, that of how you are seeing yourself, or is it both?.

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Dr. Alvin Logan : Good question um so identity as you explain it has an internal external piece right and for my experience as well as a lot of black athletes that were a part of my study.

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Dr. Alvin Logan : It's both right it's the fact that they see themselves as an athlete but their Community mirrors the fact that they see themselves as an athlete.

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00:14:19.200 --> 00:14:24.210

Dr. Alvin Logan : And the fact that they feel their racial identity and the Community will mirror that racial identity for them.

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00:14:24.780 --> 00:14:31.830

Dr. Alvin Logan : You can't separate the two because you're one person, one being and you have multiple dimensions to you, but you can't have some that are salient versus others.

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00:14:32.370 --> 00:14:38.940

Dr. Alvin Logan : So, especially for they're athletic identity for black males in a community we're often nurtured into athletic careers.

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Dr. Alvin Logan : If it's not athletics it's a number of different things, whether it be entertaining or music or something where we're nurtured into that.

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Dr. Alvin Logan : And that manifests as a community that gets behind it when you're saying you have a scholarship to go to the University of Alabama to play football.

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Dr. Alvin Logan : versus saying okay good job if you have a scholarship to go to women married academically right, so the nurturing comes in, with identity to really solidify it and.

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Dr. Alvin Logan : and make it a salient identity, because people recognize you for right and we've done that, at a number of different ways within the black Community because that's.

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Dr. Alvin Logan : One side of upward social mobility, I had a teammate tell me, we were in college, he said, you know don't mess up opportunity, this is the closest I'm going to get to making a million dollars in a year.

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Dr. Alvin Logan : Right and that's that's a lot of the mindset that goes into it, because it's a community that has been.

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Dr. Alvin Logan : subjugated that has been oppressed, for years, and not giving the same opportunities any chance necessarily we get to find upward social mobility that's the chance we're going to take.

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00:15:38.970 --> 00:15:52.770

Dr. Alvin Logan : Right some some people call it crabs in a barrel mentality, but this, in particular with nurturing folks into athletics is purely one of upward social mobility and of importance and value because black folks in the United States.

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00:15:53.850 --> 00:16:04.350

Dr. Alvin Logan : We want to feel valued, we want to feel a part of just like everybody else in the world right everybody wants to feel valued and a part of something, but the way in which society is valuing us is seeing our bodies as.

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00:16:04.860 --> 00:16:21.150

Dr. Alvin Logan : Useful athletically or seeing our bodies as useful and entertainment which athletics is as well, so that's the nurturing peace supports the internal idea that I'm an athlete. I'm a black person and has progressed the higher the stage, you get.

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Sarah Shultz: We had another former University of Washington athlete on our podcast back in December Anthony Washington came on and said that he had a love hate relationship with basketball.

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Sarah Shultz: That it gave him all of these opportunities, but at the same time it required that he defined himself by the sport and that he be defined by others by the sport that there is a limiting factor to that.

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Would you agree? Was that your experience is that something that you have seen in the research?

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00:17:02.970 --> 00:17:12.570

Dr. Alvin Logan : Let me answer this way I don't agree with his assertion that the game itself, because the game itself is not animate right it's a game it's to be played right.

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00:17:12.870 --> 00:17:24.870

Dr. Alvin Logan : And the game can provide opportunities, right now, pretending to go to college opportunity to you know earn your way to the League those sorts of things I think it's the people around it that make it so insidious towards the negative end of it right.

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Dr. Alvin Logan : And that's because people exploit people treat the game as it's supposed to be, we could talk about a number of different things with ownership with stacking with.

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Dr. Alvin Logan : Good old boys club, a number of different instances to where people treat the game towards the arc of white supremacy like society has been.

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Dr. Alvin Logan : And that becomes troublesome for a lot of people because you're forced to fit within a narrative of white supremacy and what does that mean for Black male?

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Dr. Alvin Logan : Right, that means you exist in a box, that means you are athletic, that means you are unintelligent, that means you are progressing a lot of different stereotypes which uphold the ideology of white supremacy.

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Dr. Alvin Logan : And that can be very troubling because that comes along with the game right you can't separate the two so when you have that, and you have the two joined.

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Dr. Alvin Logan : It's as if the game is doing that to you right, but the game itself is, if you are able to separate, so the game itself is one thing and the people that.

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00:18:23.580 --> 00:18:31.770

Dr. Alvin Logan : help to keep it going or another thing right and a lot of folks believe within that that you have to be defined by the rules of white supremacy and defined.

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00:18:32.220 --> 00:18:43.740

Dr. Alvin Logan : By the rule or within the game to be defined by the rules of white supremacy, so I can understand wholeheartedly where the individual is coming from, and I agree with them, to the extent that both of them are joined together.

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00:18:45.210 --> 00:18:54.090

Sarah Shultz: So is there, a way to not let it define you within the realms of white supremacy?

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Dr. Alvin Logan : Absolutely, but as you see, you get pushback right Colin Kaepernick you get pushback from Muhammad Ali right you get pushed back if you're.

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00:19:07.020 --> 00:19:08.880

Dr. Alvin Logan : Richard Sherman right you get.

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00:19:10.260 --> 00:19:16.620

Dr. Alvin Logan : For being outside of the bounds right, so if you're an intelligent player, which everybody in the NFL has an intelligent player.

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Dr. Alvin Logan : Everybody in the NBA is an intelligent player it doesn't take just pure talent, to get there you have to be smart.

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Dr. Alvin Logan : it's about, you can think about the kinesiology behind it right the way you take care of your body that is intelligence.

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00:19:29.130 --> 00:19:37.770

Dr. Alvin Logan : The moves which you have to make that is intelligence it's the kinesthetic knowledge that goes into the way that they're able to create the art of playing a sport.

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00:19:38.250 --> 00:19:45.300

Dr. Alvin Logan : But when you move to the balance of being called intelligent within something it's normally reserved for white folks like we call it Tom Brady.

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00:19:45.870 --> 00:19:51.900

Dr. Alvin Logan : A very heady, very intelligent quarterback right but we don't say the same about to shawn Watson.

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Dr. Alvin Logan : We don't say the same about Doug Williams, we don't say the same about Dante Culpepper, we don't say the same about Michael Vick, a number of different quarterbacks that played on an elite level.

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Dr. Alvin Logan : within an elite class of people in the NFL and we don't say the same about Lebron we don't say the same about.

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Dr. Alvin Logan : You know Muggsy Bogues we don't say the same about a lot of different players, because the narrative within that box that I'm talking about that keeps black athletes defined.

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00:20:15.990 --> 00:20:27.330

Dr. Alvin Logan : doesn't respect it within the larger understanding of white supremacy because black folks are expected to take the negative contour of what white folks are within the understanding of white supremacy.

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00:20:29.220 --> 00:20:37.800

Sarah Shultz: So we can we can move we get this push back, how do we move past the push back how do we, how do we get.

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00:20:38.520 --> 00:20:58.530

Sarah Shultz: As a collective into a better space? And it's not on those athletes to move past that right it's not up to Kaepernick it's not up to Sherman it's not up to LeBron James to be those people that stand up and say constantly, we need better treatment, you know is, is there a space in which.

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00:20:59.940 --> 00:21:11.880

Sarah Shultz: The allies, the White teammates, the people who are watching it. Is there a way and I'm posing this in such a naive pose of the question, but is there and what do we need to do to move past it.

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00:21:15.870 --> 00:21:22.620

Dr. Alvin Logan : I think that sports alone is not going to solve the problem, they will, sports will never solve the problem, because it's the same as entertainment.

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00:21:22.950 --> 00:21:28.950

Dr. Alvin Logan : And the way people treat sports is a microcosm of how they believe in their life and how society upholds ideals right.

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Dr. Alvin Logan : So specifically going back to white supremacy, as it operates within sports outside of sports it's seemingly omnipresent right.

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00:21:37.500 --> 00:21:42.780

Dr. Alvin Logan : You have to have white not allies, but accomplices understand that white supremacy is hollow.

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00:21:43.620 --> 00:21:51.750

Dr. Alvin Logan : It holds up the eagles away folks that believe in the privilege that it brings, but it has no substance right white folks are regular just like everybody else walking this earth.

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00:21:52.380 --> 00:21:56.550

Dr. Alvin Logan : And, but the ideals of white supremacy lead us to believe that the White man's ice is colder.

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00:21:57.150 --> 00:22:07.530

Dr. Alvin Logan : Once we get rid of those ideals we can do with the ontic pieces of racism and policy, we can do with the ontic pieces of racism and ownership, we can do with the onset pieces of racism within how we perceive other people.

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00:22:07.950 --> 00:22:14.640

Dr. Alvin Logan : Right and that's not just a sports thing that's a society thing, but for that to have within sports, you need a collective voice.

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Dr. Alvin Logan : And the reason we won't find a collective voice is, because you find a lot of folks hiding behind the ideals.

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00:22:20.370 --> 00:22:26.370

Dr. Alvin Logan : That they believe they won't come out and say as Drew Brees has apologized for.

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00:22:26.730 --> 00:22:39.180

Dr. Alvin Logan : That you know I don't believe in kneeling I don't believe in what they're doing this for, but then came out to apologize right, these are true ideals and the true cause of people that were trying to push back into them and to get them the hide within sports because.

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00:22:39.600 --> 00:22:49.470

Dr. Alvin Logan : People don't want to be outcast or or termed as a racist and the thing about, that is, will never move forward as a society unless people share how they truly feel to change how they truly feel.

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00:22:49.890 --> 00:23:01.080

Dr. Alvin Logan : Right and that's, not to say that every white person is racist that's not saying that, but what that is saying is that if you do hold those ideals, the only way to move forward, as a society is to become more.

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00:23:01.470 --> 00:23:10.380

Dr. Alvin Logan : progressively inclusive and progressive inclusive, not just in the actual we have a position with the Seahawks that's a new DAI opposition.

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00:23:11.100 --> 00:23:20.010

Dr. Alvin Logan : But to really change the way in which you think and approach situations and it has to do with stereotypes that has to do with conscious and subconscious biases.

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00:23:22.110 --> 00:23:33.870

Dr. Alvin Logan : But to be able to get to the bottom of those we have to examine ourselves as humans right understanding how difficult it is to change one person outside of yourself, then you also know how difficult it is to be able to change yourself right.

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00:23:35.460 --> 00:23:43.860

Dr. Alvin Logan : And it's it's so tied up with this is very interesting just in a way that sports have been cast as a place to be able to do that.

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00:23:45.420 --> 00:23:53.430

Dr. Alvin Logan : Because it then turns around and puts it on the back of folks of color and that's not, this is not, we didn't get ourselves here.

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00:23:54.090 --> 00:24:02.550

Dr. Alvin Logan : I'll put it that way right we didn't get ourselves here but seemingly we are the ones working to get us out of this jam because we're the only ones that deal with the every day.

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00:24:03.090 --> 00:24:08.070

Dr. Alvin Logan : pieces of plight and oppression that are put on us that are on the present that stick around.

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00:24:08.760 --> 00:24:20.040

Dr. Alvin Logan : For reasons right, so the place to do that is within athletics, because you have a large representation of athletes of color, especially within two sports in the United States three if you count track right football and basketball.

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00:24:21.390 --> 00:24:28.290

Dr. Alvin Logan : But the hard part that comes with it is you have newscasters that are going to tell folks like Lebron to shut up and dribble.

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00:24:28.920 --> 00:24:35.580

Dr. Alvin Logan : Right so again putting them back into that box of understanding of what it actually is supposed to be, so, to be able to change it through sport.

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00:24:35.970 --> 00:24:42.750

Dr. Alvin Logan : You have to break that box right, you have to completely dismantle that and understand the Multi dimensional identity is the wish

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00:24:43.020 --> 00:24:47.100

Dr. Alvin Logan : These athletes, the superior athletes i'll say not just athletically, intelligently have..

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00:24:47.520 --> 00:24:51.930

Dr. Alvin Logan : And the way in which they're able to articulate themselves in their experience that comes.

169

00:24:52.170 --> 00:25:03.540

Dr. Alvin Logan : To bring them to that point in the arena to bring them to that point in their life to where they can perform on the highest stage and they can also talk about the plight that happens within it, and then not be afraid to understand that.

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00:25:05.040 --> 00:25:14.100

Dr. Alvin Logan : White supremacy is not the rule of the land right it's not the end all be all.

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00:25:14.550 --> 00:25:25.950

Dr. Alvin Logan : we're not taught to believe what's true what we're taught to believe was what's repeated right, so in this instance truth is about perception it's not about reality it's about what people continue to perceive.

172

00:25:26.460 --> 00:25:37.140

Dr. Alvin Logan : of people and stereotypes and understanding that come with different racial understandings or different racial classifications, if you will, instead of actually looking at the situation and understanding that it's not.

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00:25:38.010 --> 00:25:43.260

Dr. Alvin Logan : That white folks are the status quo it's not that you know black folks are less than or deviant or deficit.

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00:25:44.520 --> 00:25:51.090

Dr. Alvin Logan : But it's about understanding that we all are on an even playing field and that's athletically that's an intellectually.

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00:25:51.480 --> 00:25:57.570

Dr. Alvin Logan : And people are nurtured into different positions they're taught and given opportunities to be in different positions.

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00:25:58.140 --> 00:26:06.300

Dr. Alvin Logan : not the other way around, so until that understanding is going to permeate society it is going to be difficult for to permeate sports just because of the nature which sports is positioned.

177

00:26:06.630 --> 00:26:18.660

Dr. Alvin Logan : within our society and how we think about athleticism, how we think about intelligence, how we think about racial classifications, and how we think about a lot of the underlying factors which keep us boxed into that understanding in sports.

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00:26:19.830 --> 00:26:37.200

Sarah Shultz: So, you mentioned the perception versus reality of truth and we just have the super bowl, the Tampa Bay buccaneers were

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00:26:38.820 --> 00:26:54.090

Sarah Shultz: lauded for their diverse coaching staff they've got two women they've got coordinators that are BIPOC they've got assistant coaches in that space.

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00:26:55.650 --> 00:27:17.400

Sarah Shultz: Are those moves and genuine intentional moves to position themselves in the best place possible or are they strategic moves to position themselves in the best light possible and they can be both right but when we start to make these moves and you're starting to talk about how.

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00:27:18.930 --> 00:27:28.740

Sarah Shultz: How we need to have these open and honest and real and genuine conversations is there some concern that some of these moves are.

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00:27:30.150 --> 00:27:41.580

individuals or groups organizations following trends right, you were talking about a DEI position at the Seahawks right are we following the trends, or are we moving intentionally and

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00:27:42.420 --> 00:27:56.400

Does the end goal occur either way? Does the ends justify the means?

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00:27:58.500 --> 00:27:59.400

Dr. Alvin Logan : I would say that.

185

00:28:01.830 --> 00:28:16.290

Dr. Alvin Logan : Both methods won't get us an angle right **the arc of social justice as long, but the way to get there is to take the right steps** you're going to miss they're actually going to backsteps so forth right and particularly with the approach of hiring folks because it's a trend.

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00:28:17.580 --> 00:28:23.940

Dr. Alvin Logan : It can absolutely backfire on you, because you're going to fire the folks just as well as you hired them right but being purposeful.

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00:28:24.450 --> 00:28:30.150

Dr. Alvin Logan : As I believe Bruce Ariens was when he put together a staff right for you, have to be purposeful if you put together a staff.

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00:28:30.690 --> 00:28:35.790

Dr. Alvin Logan : Of that many folks of color have that many women, which is not very much seen across the league.

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00:28:36.210 --> 00:28:45.960

Dr. Alvin Logan : You have to be purposeful and he's quoted on ESPN saying it is purposeful not to say that I believe everything that he's going to say, but I do believe, with his actions that he was purposeful in hiring everybody he did.

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00:28:46.230 --> 00:28:57.780

Dr. Alvin Logan : Not to mention that every one of the coaches that he hired are very capable of their job right overly the capable of their job, I would even say that and it's a purposeful move because I mean.

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00:28:58.680 --> 00:29:07.050

Dr. Alvin Logan : Think about Bruce Arian's history right at Virginia tech he was a roommate with the first black player to play on Virginia tech team football team right.

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00:29:07.620 --> 00:29:15.480

Dr. Alvin Logan : That changes perspective, which I believe that individual was Ronde and Tiki Barber's father right so.

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00:29:16.260 --> 00:29:24.960

Dr. Alvin Logan : It was purposeful he understood from one step away what it meant to be like to desegregate a place like Virginia tech on the football team.

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00:29:25.290 --> 00:29:33.390

Dr. Alvin Logan : Right and the challenges that go into it, the intelligence that goes into it right the way in which you think about the game, the way in which you perform in the game it resonated with him.

195

00:29:34.110 --> 00:29:44.370

Dr. Alvin Logan : So when he has a chance, in a position to which to stand as Sheryl Sandberg would say to lean in, to stand where folks are sitting or to stand where folks can't.

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00:29:44.910 --> 00:29:53.280

Dr. Alvin Logan : that's what he's done right; he's hired a staff that is highly capable that looks different than a lot of staffs and lead, because he wants to create that change.

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00:29:54.090 --> 00:29:58.380

Dr. Alvin Logan : So I think that was absolutely purposeful. I think it's something that's masterful and.

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00:29:58.770 --> 00:30:07.710

Dr. Alvin Logan : it's going to uncover a lot of the glaring issues that the Rooney rule will not fix right. The Rooney rule is not going to fix internal bias of owners and GM's.

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00:30:08.010 --> 00:30:14.370

Dr. Alvin Logan : The Rooney rule will not fix the fact that statistics say that the coaches that are coordinators right now that are black.

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00:30:14.790 --> 00:30:20.970

Dr. Alvin Logan : should be in head coaching positions and you have folks that are you know getting on the coaching carousel.

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00:30:21.300 --> 00:30:29.970

Dr. Alvin Logan : that are part of the old good old boys club that you know you get fired from one team and they just go to another, because I think that's a better candidate somebody has been a coordinator and doing well.

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00:30:30.510 --> 00:30:35.010

Dr. Alvin Logan : Such as even with Eric Bienemy right he should have been a head coach years ago.

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00:30:36.120 --> 00:30:45.780

Dr. Alvin Logan : And I say that not based off of me just wanting a black person to be a head coach but his work speaks for himself or speaks for itself right so Bruce Arians

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00:30:47.220 --> 00:30:52.890

Dr. Alvin Logan : made a conscious decision to change the way in which we view things and it's representative of those that are on the field.

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00:30:53.910 --> 00:31:02.400

Dr. Alvin Logan : The NFL is upwards of 70% probably more than that African American and black players, why does the front office and ownership not represent that.

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00:31:03.000 --> 00:31:10.140

Dr. Alvin Logan : Right and that takes us to the ideals of exploitation, control and what ownership means and property rights mean.

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00:31:10.470 --> 00:31:19.020

Dr. Alvin Logan : Because who's really making the money are the folks that are putting on the Games and the folks that on the teams right and front office is making the decision for the folks that own.

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00:31:19.380 --> 00:31:27.000

Dr. Alvin Logan : So you gotta put it back on them and put it in perspective, and I think this gives us a chance to really understand wholeheartedly and fully that there's.

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00:31:27.570 --> 00:31:35.940

Dr. Alvin Logan : bias and there's a lot of instances where people are not chosen just because of color skin now to be able to prove that you have to prove intent and I know that that burden is very difficult.

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00:31:36.810 --> 00:31:42.840

Dr. Alvin Logan : Based off a number of different court cases but also just based off public perception right, you have a lot of folks that are still going to defend.

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00:31:43.350 --> 00:31:50.160

Dr. Alvin Logan : hiring a subpar coach that's white over hiring an excellent coordinator or excellent ex head coach that may be in a better situation.

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00:31:50.970 --> 00:32:04.980

Dr. Alvin Logan : Does it get us to the end goal, I think what Bruce Arians does or what Bruce Arians is doing does get us to the end goal, I think it pushes the envelope, I think it says, you know what all these missing stereotypes that you have about intelligence and stalking outside of central office.

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00:32:06.060 --> 00:32:10.980

Dr. Alvin Logan : Is a load a load of bs if you will right um.

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00:32:12.090 --> 00:32:18.780

Dr. Alvin Logan : And he's challenging and he's pushing the envelope on it and they just want a Super Bowl the highest you can get within the game right.

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00:32:19.680 --> 00:32:30.930

Dr. Alvin Logan : Now the NBA is a little bit better. They have you know ownership Michael Jordan is part owner or I think majority owner of the Bobcats right, and you have Magic

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00:32:32.430 --> 00:32:44.790

Dr. Alvin Logan : I think minority owner, and I know with the Dodgers and I can't remember it is with the Lakers as well, but there's instances where the nba does a little bit better, but they have higher percentages of African American athletes, with an NBA as well, so.

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00:32:46.080 --> 00:32:49.860

Dr. Alvin Logan : It's all going in the right direction, except if the hirer is made.

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00:32:50.880 --> 00:32:59.370

Dr. Alvin Logan : Out of tokenism or if the hirer is made out of it being something that's just popular in a moment right which we saw a lot of in 2020 you saw a lot of businesses, put up

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00:33:00.090 --> 00:33:07.860

Dr. Alvin Logan : Diversity statements on Black lives matter statements, because that was what's trending in that what sells right they saw the black dollar more than the black person.

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00:33:08.520 --> 00:33:23.550

Dr. Alvin Logan : which a lot of times you'll see a move like that, within the NFL like when they say what plays in \$250 million to social justice, but will not apologize to Colin Kaepernick what level of pompous hypocrisy and glaring at that.

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00:33:25.410 --> 00:33:39.450

Sarah Shultz: I feel like you have a one side Bruce Ariens decisions in Tampa but on the other side, you do have, you know is a single DEI officer at the Seattle Seahawks.

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00:33:41.310 --> 00:33:46.110

Sarah Shultz: It is that going to move the goalposts.

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00:33:47.460 --> 00:33:53.130

Is it a start? Is it a step, or is it a token gesture?

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00:33:56.820 --> 00:34:03.720

Dr. Alvin Logan : I think it depends on the individual right and who you put in these positions right if you create a DAI opposition and you put somebody in there to be pacified.

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00:34:04.620 --> 00:34:13.440

Dr. Alvin Logan : It's not the right step if you put somebody in there with oversight and the ability to say yes and Vito decisions, especially when it comes to DAI work.

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00:34:13.950 --> 00:34:21.990

Dr. Alvin Logan : you're on the right track right you can't put someone in a position, and not give them any team because they're all bark and no bite. For example,

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00:34:23.040 --> 00:34:32.670

Dr. Alvin Logan : The portland trail blazers they just hired somebody amazing right and she is progressing work in terms of DAI that cannot be duplicated.

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00:34:33.750 --> 00:34:37.980

Dr. Alvin Logan : She's a force she's going to change the way in which things are done now, with the trailblazers.

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00:34:38.910 --> 00:34:48.570

Dr. Alvin Logan : Similarly, with a lot of other universities around you right, some are doing it right, and some are doing it to just say Okay, you know what we've hired a position you guys can quiet all of that, in terms of racism.

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00:34:49.410 --> 00:34:53.520

Dr. Alvin Logan : But does it have team? Are the dollars, not just coming from the athletic department.

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00:34:54.060 --> 00:35:03.960

Dr. Alvin Logan : Right specifically speaking about college right are they not coming just from that he's a part of because if they are now the person in the back of the mind is worried about funding worried about am I going to lose my job if descent to you.

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00:35:05.070 --> 00:35:09.750

Dr. Alvin Logan : When it comes to professional organizations their dollars are tied to that organization so.

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00:35:11.100 --> 00:35:15.270

Dr. Alvin Logan : Ideally, they can snatch funding if they're like you know what we don't like you anymore.

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00:35:16.200 --> 00:35:27.870

Dr. Alvin Logan : Right, you know what you're not doing what we wanted you to do you're not you know acting as a cover for everything else is happening behind the scenes and to pass by people in the Community to say hey you're not doing very much for DAI.

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00:35:28.530 --> 00:35:35.340

Dr. Alvin Logan : Right it can be seen as that so it depends as a position of team, what kind of oversight does a position have, and how can change the Instituted within it.

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00:35:35.700 --> 00:35:40.830

Dr. Alvin Logan : And it takes the right individual, it takes the right person to be there because they're going to again face a lot of backlash.

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00:35:41.550 --> 00:35:47.460

Dr. Alvin Logan : they're going to face a lot of the Community, Saying we don't need you. You're not supposed to be here because the framing of that position.

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00:35:47.730 --> 00:35:58.170

Dr. Alvin Logan : is to bring equity, which to a lot of folks is to just erase white folks and that's not the idea. The idea is to erase race white supremacy not white folks there's a difference right, but often

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00:35:59.010 --> 00:36:07.710

Dr. Alvin Logan : the to become synonymous to a lot of people that hear it, and because that's defensiveness is white fragility that's a lot of different things which can come about right but there's.

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00:36:08.850 --> 00:36:18.660

Dr. Alvin Logan : there's a very distinct place for DAI officer, that is willing to come in and create change and to a lot of folks that change can seem radical right.

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00:36:19.110 --> 00:36:27.720

Dr. Alvin Logan : And the idea of what radical is for a lot of people is you know they posted something to wear black athletes are on the panel talking about their experiences right.

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00:36:28.320 --> 00:36:36.900

Dr. Alvin Logan : That can be radical to some but i'm talking about fundamental at the core policy change the way in which that manifests at the top, when you shake the leaves.

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00:36:37.350 --> 00:36:44.070

Dr. Alvin Logan : Right i'm talking about hiring positions I'm talking about making sure that every single committee every person that is hired within an organization.

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00:36:45.090 --> 00:36:54.450

Dr. Alvin Logan : And every committee that is assigned to hire those people has went through bias training has understood that these are the larger implications of this just this decision, right here.

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00:36:55.170 --> 00:37:03.900

Dr. Alvin Logan : Right and breaking the mold of which who looks like a general manager who looks like i'm the director of football operations, who looks like.

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00:37:04.350 --> 00:37:14.850

Dr. Alvin Logan : The you know the director of player personnel right, these are certain things that have to take it down to the smaller scale and somebody with expertise in DAI is able to do.

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00:37:15.390 --> 00:37:24.960

Dr. Alvin Logan : And, given the team there's going to be monumental change within it, but I think it brings me to beg the question, if you have a poisonous tree doesn't always bear poisons fruit.

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00:37:25.950 --> 00:37:32.310

Dr. Alvin Logan : Right and that's one that I'm grappling with. I'm hoping that you know you're able to revive you're able to change things, but.

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00:37:32.760 --> 00:37:44.490

Dr. Alvin Logan : If the foundation of exclusion came from a poisonous place does it change when one of the branches isn't poisonous where it grows a branch, that is, is moving in a positive direction if you will.

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00:37:48.330 --> 00:37:58.380

Sarah Shultz: That's so incredible, I have been working with research and science, identity and understanding how we take the

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00:38:02.070 --> 00:38:12.780

Sarah Shultz: Students connection to their Community their lived experience and we connect it with the formal training of stem work and how and how we're able to then.

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00:38:13.260 --> 00:38:26.070

Sarah Shultz: allow students from marginalized communities to see themselves in those spaces right and as you were talking about that you go, how can we move to a point where the

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00:38:27.720 --> 00:38:39.690

Sarah Shultz: The black child sees themselves as the owner or the coach as much as you know, when you say, what do you want to be when you grow up they don't just say, I want to be, I want to play in the NFL.

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00:38:39.960 --> 00:38:46.560

Sarah Shultz: They say I want to own the team in the NFL they say, I want to coach in the NFL right,

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00:38:47.790 --> 00:38:53.340

What do we need to do to get into that space and to be able to make that connection.

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00:38:54.990 --> 00:38:59.610

Dr. Alvin Logan : Great question and that's something I've been thinking about I have a two and a four year old and.

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00:39:00.810 --> 00:39:07.050

Dr. Alvin Logan : Their mother was an amazing athlete and she's a lawyer so she's very intelligent.

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00:39:07.530 --> 00:39:20.280

Dr. Alvin Logan : she's more intelligent this year's athlete and she progressed her identities, in the same way and i'm in similar stock right I I played, but my my identity is now within being scholar and being you know instructor and educator so forth right.

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00:39:20.940 --> 00:39:33.120

Dr. Alvin Logan : And we are teaching our children that you have to transcend what society puts on you right and it's difficult. It's going to be an arduous path, but in terms of if you want to get involved in sports.

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00:39:33.780 --> 00:39:40.830

Dr. Alvin Logan : You want to be in the front office, you want to own the team, you want to do things that move you past what people are able to do.

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00:39:41.100 --> 00:39:50.940

Dr. Alvin Logan : Right now, it seems commonplace for somebody to play, literally go to high school, go to college, go to the NFL. I know the percentages are very slim, but because of sports socialization.

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00:39:52.050 --> 00:39:59.850

Dr. Alvin Logan : Black men black girls think that this is the way to do it and I'm going to put everything into it, am I saying it's wrong for people to believe that, no.

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00:40:00.960 --> 00:40:04.410

Dr. Alvin Logan : What I am saying is wrong for a herd of people just to believe that's the end goal.

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00:40:05.430 --> 00:40:15.180

Dr. Alvin Logan : Right, you can look at Lebron James and now he's brought folks that he's been tight with to now transcend the game.

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00:40:15.750 --> 00:40:23.670

Dr. Alvin Logan : right there working on the outsides of the game, where the spaces are predominantly white. And showing that success can be had and happening, and he is in.

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00:40:24.480 --> 00:40:39.600

Dr. Alvin Logan : A constant role model for young black athletes right in his personal life, professional life and helping his Community to be more than what it is right and that's what it takes, not just.

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00:40:40.920 --> 00:40:42.960

Dr. Alvin Logan : Internal belief that you're going to transcend.

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00:40:44.040 --> 00:40:48.720

Dr. Alvin Logan : Just being an athlete but it takes Community socialization of.

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00:40:48.810 --> 00:40:50.220

Dr. Alvin Logan : These can be your goals.

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00:40:50.490 --> 00:40:55.740

Dr. Alvin Logan : It is okay to dream and to want to be the owner, it was okay to dream and want to be in the front office.

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00:40:56.310 --> 00:41:07.680

Dr. Alvin Logan : it's okay don't want to play, but don't Let that be your end goal, use it as a means to an end right, how do you continue to get endorsements after you're done, we see the Peyton Manning's his younger brother, we see.

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00:41:08.190 --> 00:41:13.110

Dr. Alvin Logan : Once Tom Brady's done, I think there's going to be every endorsement that goes to Tom Brady right.

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00:41:13.620 --> 00:41:29.460

Dr. Alvin Logan : As it is, while he's playing and I guarantee you they're going to get a nod to be a commentator they're going to get a nod to be a GM just as John Lynch is done right just as Tony Romo is done and similar fashion, we have to work with our youth to say look sports are great absolutely.

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00:41:30.600 --> 00:41:37.830

Dr. Alvin Logan : But there's larger goals which we don't necessarily dream of we're not socialized into and the media is one of those big influences.

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00:41:38.490 --> 00:41:45.660

Dr. Alvin Logan : That's deep within my studying and what I research and the way in which media is talking to us is telling us that athlete is the epitome.

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00:41:46.410 --> 00:41:54.570

Dr. Alvin Logan : right the way in which they show us more black athletes and football and basketball and the success that they have and really pointing towards success.

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00:41:54.900 --> 00:42:05.040

Dr. Alvin Logan : They don't show that same for your doctors or lawyers or engineers, your judges, your politicians right unless it's Obama right, and then you have.

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00:42:05.880 --> 00:42:15.900

Dr. Alvin Logan : That boxing in again of aspirations, I believe that people are products of their expectations right and for a Community you have to nurture them to be different things.

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00:42:16.320 --> 00:42:22.860

Dr. Alvin Logan : But again, if we go back to that crabs in a barrel mentality and the mentality we're pressing that has been put upon black people for over 400 years.

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00:42:23.220 --> 00:42:30.900

Dr. Alvin Logan : we're looking at people who just want to scratch something and make it right and the shortening of the middle class is not helping it.

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00:42:31.380 --> 00:42:37.830

Dr. Alvin Logan : it's absolutely not because people like Okay, I want to get rich, I want to get rich, I need to just get my people out of a bad situation.

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00:42:38.580 --> 00:42:46.200

Dr. Alvin Logan : And the easiest way for a lot of folks to do that is through what a channel that's been expressed and followed. It's a lot harder to be a neuroscientist.

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00:42:47.010 --> 00:42:52.920

Dr. Alvin Logan : Right to believe you're going to be a neuroscientist it is to believe that you're going to be an NBA player.

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00:42:53.610 --> 00:42:59.340

Dr. Alvin Logan : And we have to change that we have to reverse that to say it's a lot harder to be an nba player, which statistically, it is.

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00:42:59.850 --> 00:43:07.080

Dr. Alvin Logan : then it is to be a neuroscientist but we don't talk about those things we don't put those out front of people and oftentimes we are what we see.

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00:43:07.710 --> 00:43:15.360

Dr. Alvin Logan : Right, so if we don't have role models without mentors and friends that are going to point us in that direction it's hard to conceptualize the goals and the steps to make to get there.

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00:43:16.860 --> 00:43:22.830

Sarah: Shultz: That was very similar to what we heard from Anthony Washington as well, in that you know he constantly.

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00:43:24.090 --> 00:43:32.640

Sarah Shultz: espouses this idea that the Community, the Community itself lifts up the basketball players right it's a packed House at a Garfield high school

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00:43:33.450 --> 00:43:40.650

Sarah Shultz: basketball game, but you're not going to see the same level of commitment for the science fair right so.

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00:43:41.370 --> 00:43:55.650

Sarah Shultz: You know, in those spaces, how do we move past and be part of those conversations I think is a critical and important aspect, so we've spoken a lot about it

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00:43:57.030 --> 00:44:04.860

Sarah Shultz: As an NFL or an NBA space and I want to go back actually real quick to the NBA concept, because you mentioned earlier, and you call them by sport an analyst.

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00:44:05.370 --> 00:44:13.680

Sarah Shultz: This word Angela said shut up and dribble well that same sport analyst when he played ball right, it was notoriously known for quoting.

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00:44:15.000 --> 00:44:17.070

Sarah Shultz: i'm an athlete i'm not a role model.

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00:44:18.540 --> 00:44:20.460

Sarah Shultz: Right um.

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00:44:21.690 --> 00:44:23.460

Sarah Shultz: Do those.

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00:44:24.660 --> 00:44:40.230

Sarah Shultz: Athletes that believe that way, are they inhibiting the growth and the progress of black athletes in sport? Because that analyst is a person of color.

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00:44:41.400 --> 00:44:49.560

Dr. Alvin Logan : Right yeah fair question, the quote shut up and dribble it came from Laura Ingram

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00:44:54.300 --> 00:44:57.420

Dr. Alvin Logan : And Charles Barkley has been very controversial just in terms of opinion.

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00:44:58.290 --> 00:45:06.990

Dr. Alvin Logan : He's taken photos and chains on the front of a magazine. There are a number of things which people do which can be criticized, and it can go either way.

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00:45:07.380 --> 00:45:15.180

Dr. Alvin Logan : I am for diversity of the spectrum right so black folks can do this they can be athletes and not be seen as anything but athletes if that's what they choose to do.

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00:45:15.570 --> 00:45:20.970

Dr. Alvin Logan : But the hard part about, that it just re-affirms the narrative of white supremacy, that athletes are supposed to stay in their place.

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00:45:21.360 --> 00:45:27.330

Dr. Alvin Logan : Right and for him that's comfortable in it and there's nothing wrong with that if that's comfortable for you go ahead and do it, go ahead and stay there.

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00:45:27.720 --> 00:45:30.480

Dr. Alvin Logan : But I think that's also him pandering to white supremacy.

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00:45:31.200 --> 00:45:35.880

Dr. Alvin Logan : and personal opinion I don't know Charles Barkley personally, I don't know what he personally believes, but when you say things like that.

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00:45:36.240 --> 00:45:44.490

Dr. Alvin Logan : What it says to the black community is stay in your place you're not supposed to do this and I'm somebody who did it and who has had success doing it, so you need to follow me.

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00:45:45.330 --> 00:45:58.590

Dr. Alvin Logan : But you have folks like Lebron who are opening schools, you have folks like Earl Boykins used to do a lot when he worked with the Nuggets, I grew up in Denver Colorado so he used to do a lot. Him and Carmelo did a lot within the Community right and.

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00:46:00.480 --> 00:46:09.180

Dr. Alvin Logan : The juxtaposition which those two put at the Center at the nexus of the connection is white supremacy, does it fortify or does it erode.

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00:46:09.570 --> 00:46:17.610

Dr. Alvin Logan : Right and that's how a lot of folks think about the situation and for Charles he's had a check coming from news networks for saying the things he supposed to say.

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00:46:18.240 --> 00:46:26.970

Dr. Alvin Logan : Right and you have folks like you know Laura Ingram who have taken it up and they're like now we're going to run with this, because that's the ideal, the foundational stereotype.

314

00:46:27.480 --> 00:46:36.780

Dr. Alvin Logan : Of the position of black folks you're in a society that means you're supposed to be an athlete So if you go above and beyond that, to show you something else, then it's like no you're out of your place.

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00:46:37.530 --> 00:46:43.170

Dr. Alvin Logan : And like I said it's okay for Charles you can definitely believe that and stay there, but I think, to be able to transcend it.

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00:46:43.410 --> 00:46:52.260

Dr. Alvin Logan : You need more thinkers that think other way, the other way that Charles didn't think or to think that you know what i'm not okay shutting up and dribbling because i'm a person I have opinions.

317

00:46:52.530 --> 00:47:05.490

Dr. Alvin Logan : And I have experiences. I need to talk about those things right. It's like telling somebody a newscaster not to talk about sports because they're not an athlete. It's hypocrisy at its finest right and the thing about.

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00:47:07.050 --> 00:47:08.730

Dr. Alvin Logan : The thing about it being...

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00:47:09.810 --> 00:47:15.180

Dr. Alvin Logan : Like sticking in that position and saying okay I'm an athlete I can only talk about sports, I can only really just do what's in the sports.

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00:47:16.410 --> 00:47:23.760

Dr. Alvin Logan : it's a profession that's it. It shouldn't be a coordinated who somebody is right, you should have.

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00:47:24.240 --> 00:47:32.220

Dr. Alvin Logan : Who, you are and understand who you are separate from who you are as an athlete now can they share things absolutely you are one body, you are one person you express yourself a certain ways.

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00:47:32.610 --> 00:47:37.530

Dr. Alvin Logan : But that's another piece that goes into the mental health of black athletes, especially when you have to break from the sport.

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00:47:38.070 --> 00:47:44.070

Dr. Alvin Logan : Right when there's a separation of it it's like tearing and identity away from that you've had since you were a kid it's difficult.

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00:47:44.880 --> 00:47:53.250

Dr. Alvin Logan : You some athletes develop a version of PTSD because they're not able to participate in their sport anymore, the mental health challenges that come on the back of that are very.

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00:47:53.580 --> 00:47:59.820

Dr. Alvin Logan : devastating for a lot of folks because they propped it up and they've seen it as the only thing that they can do, and I think that is the dangerous part

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00:48:00.240 --> 00:48:11.730

Dr. Alvin Logan : Of what Charles is talking about right not seeing other identities that can be expressed, I call it multi dimensionalism right having multidimensional identities being displayed you have.

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00:48:13.200 --> 00:48:13.890

Dr. Alvin Logan : For example.

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00:48:15.540 --> 00:48:25.590

Dr. Alvin Logan : Myron Rolle right, neurosurgeon one of the best athletes to play at Florida state and also a Rhodes scholar, which has its own issues. I understand Cecil Rhodes right but.

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00:48:26.040 --> 00:48:36.030

Dr. Alvin Logan : You know, having that duality express and multiple identities and to be a neurosurgeon right, you have Duke Slater, you have Jerome Holland, you have Paul Robeson.

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00:48:36.690 --> 00:48:43.410

Dr. Alvin Logan : These are quintessential athletes scholars that are performing at the top of their game or did performance top of their game right.

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00:48:43.890 --> 00:48:53.370

Dr. Alvin Logan : So it depends on the mode you want to follow, but to understand to be able to transcend just being an athlete you have to see and envision going beyond that I don't think Charles is right.

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00:48:53.730 --> 00:49:04.260

Dr. Alvin Logan : For that path of thinking, but is he wrong in the way that he wants to think no he can absolutely think that way and i'm not saying it's wrong to think that way, but to be able to transcend the situation, you have to do more, be more and see more.

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00:49:04.950 --> 00:49:08.220

Dr. Alvin Logan : And without that we're going to remain within a box of being an athlete.

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00:49:42.330 --> 00:49:46.410

Sarah Shultz: We have a question wanting to know a little bit more about the mental health aspect.

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00:49:49.350 --> 00:49:58.530

Dr. Alvin Logan : um so psycho social experiences right every athlete is going to go to psychosocial experiences playing their sport. Anybody with identity is going to go through that, imagine if you were.

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00:50:00.240 --> 00:50:11.370

Dr. Alvin Logan : A miner right. If somebody has mined, for all their life once you're not able to do that you're going to deal with the feelings of loss, grievance and a number of different things which you propped your life upon right.

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00:50:13.110 --> 00:50:20.100

Dr. Alvin Logan : So the middle of town is that people deal with especially parting with sport and you've seen yourself as an athlete for your entire life.

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00:50:20.490 --> 00:50:27.990

Dr. Alvin Logan : Is when you go out into the Community and people like oh you're so, and so you know how's it going, you know are you playing this year. Just this, that and the other and it's like well

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00:50:28.590 --> 00:50:42.480

Dr. Alvin Logan : I'm not right, having to deal with the negative impact of not being seen as that athlete anymore having to deal with the impact because, again, the Community socialization is towards you're an athlete the praise and the social capital comes from being an athlete.

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00:50:43.650 --> 00:50:53.700

Dr. Alvin Logan : So when you're torn away from those pieces, it becomes devastating to who you are because, again, if your most salient identity is that of athletic ability and athleticism period.

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00:50:54.360 --> 00:51:03.090

Dr. Alvin Logan : And that's what you wear on the front for everybody to see it's going to be hard to move away from it, so I mean we're talking there's a number of scholars, I think one is.

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00:51:05.400 --> 00:51:07.620

Dr. Alvin Logan : Keno Miller and I forget where he's at.

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00:51:08.820 --> 00:51:15.120

Dr. Alvin Logan : Dr. Emmett Gill and he's at the University of Texas and a number of different places he also teaches at the University of Washington and IAO Program.

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00:51:15.750 --> 00:51:24.450

Dr. Alvin Logan : He leads a group called the alliance of social workers for mental health, I believe, and they talked about a number of times, ways in which to transition out of sport.

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00:51:25.200 --> 00:51:29.400

Dr. Alvin Logan : And there's a number of scholars dealing with that as well, dating back for years and years right.

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00:51:30.150 --> 00:51:37.530

Dr. Alvin Logan : But transitioning out of something for anything it's written about it a number of different professions and forums transitioning out of something is very difficult because you've.

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00:51:38.070 --> 00:51:47.880

Dr. Alvin Logan : become so entrenched within it to see your life, separate from it, it's different right for those who may have had you know breakups boyfriend or girlfriend or if you've been divorced.

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00:51:48.390 --> 00:51:55.350

Dr. Alvin Logan : Think about how difficult it is to separate lives, especially imagine if all your friends were the same like y'all shared friends.

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00:51:55.650 --> 00:52:04.740

Dr. Alvin Logan : We shared a household, you shared finances, think about how difficult that process is to pull apart and think about how devastating it is on you when you go out and they're like Oh, you know where's your spouse.

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00:52:06.180 --> 00:52:09.690

Dr. Alvin Logan : where's your significant other and you have to explain it to them, while they're not here right.

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00:52:10.050 --> 00:52:19.350

Dr. Alvin Logan : For some, they deal with the quite well some people move on, you know they moved to another spouse or they you know just become a transcendent person, and some people deal with it in

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00:52:20.340 --> 00:52:30.570

Dr. Alvin Logan : Challenging ways right coping mechanisms, not to mention there's a number of different things with them playing sport if you're injured on top of that, and that's the reason that you're not having to play a sport.

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00:52:31.500 --> 00:52:41.310

Dr. Alvin Logan : You may do with additional pieces, such as addiction, because of the drugs that you were taking you may deal with additional pieces, such as you know concussions.

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00:52:42.600 --> 00:52:48.930

Dr. Alvin Logan : Body function period right, you may have broken your back you may have done to make concussions that you develop CTE or dementia that's.

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00:52:49.350 --> 00:52:59.010

Dr. Alvin Logan : An additional layer when it comes to mental health, that it remains difficult to track and to see how to support and nurture them through that transition out of sport.

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00:52:59.760 --> 00:53:04.170

Dr. Alvin Logan : But I implore you to check out more in terms of scholars that I mentioned.

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00:53:04.740 --> 00:53:12.540

Dr. Alvin Logan : For whoever has or asked that question, and I thank you for asking that question because mental health is something, especially during 2020 that had multiple layers.

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00:53:13.170 --> 00:53:24.000

Dr. Alvin Logan : To unpack and unpeel to understand what it means for someone transitioning out of sport at the highest level or at a sport period when they've attached their identity, especially they're salient identity to athletics.

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00:53:24.930 --> 00:53:28.590

Sarah Shultz: Well and you mentioned as you were talking about the injury aspect of it.

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00:53:30.330 --> 00:53:38.190

Sarah Shultz: That, in particular, not just the potential addictions to those pieces, but at that point

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00:53:38.910 --> 00:53:46.230

Sarah Shultz: you are ripped like it is a very violent change to your identity, at that point that is very different than.

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00:53:46.770 --> 00:54:06.540

Sarah Shultz: A retirement that's coming up that you've made that choice that you understand that you're moving towards that. There are still huge implications there, but to be ripped from it before you achieved the goals that you wanted to achieve in that space can be I think especially.

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00:54:07.800 --> 00:54:17.430

traumatic for the mental health of any athlete but, but the Black athletes, as we were talking about before.

Dr. Alvin Logan: Absolutely

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00:54:18.450 --> 00:54:36.510

Sarah Shultz: I have a follow up to that question. And then I've got one more, and so the follow up was have you seen any resources on any college campuses that help athletes combat the issues surrounding that separation and their identity, specifically, being a black male and being an athlete.

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00:54:37.770 --> 00:54:42.900

Dr. Alvin Logan : Absolutely and they're starting to pop up more in different campuses obviously within athletics, you have

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00:54:44.160 --> 00:54:46.650

Dr. Alvin Logan : A team therapist or a team psychologist.

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00:54:47.100 --> 00:54:58.890

Dr. Alvin Logan : One that works for the department, those are folks that are trained to help transition that especially understand the world of athletics, athletic identity and how to manage a way out how to manage the pressures within right.

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00:54:59.550 --> 00:55:07.110

Dr. Alvin Logan : Those are going to be your first line of Defense I would also talk to mentors and folks on upper campus, especially for if you're on a campus.

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00:55:07.980 --> 00:55:16.650

Dr. Alvin Logan : Specifically faculty of color I've wrote about this in a book Chapter I wrote some years ago and i'm a big proponent of because faculty of color are supportive

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00:55:17.250 --> 00:55:25.740

Dr. Alvin Logan : of seeing something outside of athletics right. And in particular at the University of Texas, Dr Linda Moore, Dr Lewis Harrison.

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00:55:26.310 --> 00:55:36.570

Dr. Alvin Logan : Dr Anthony Brown, these are folks that worked with student athletes to say you can be more than an athlete right. If you're able to push an identity.

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00:55:36.900 --> 00:55:42.480

Dr. Alvin Logan : especially as athletic identity is moving out, it makes that transition a little better, for you.

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00:55:42.810 --> 00:55:51.210

Dr. Alvin Logan : right because you're able to replace it with something and feel that value that comes from participation within that so obviously a second line is advocates on campus you also have counselors.

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00:55:51.480 --> 00:56:02.280

Dr. Alvin Logan : Mental health folks you have faculty and you have advisors, mentors that are going to sit on upper campus that can help ease that transition right and then as a tertiary layer I would say the Community.

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00:56:02.940 --> 00:56:09.840

Dr. Alvin Logan : You have folks in our Community if they understood okay I'm being challenged here in terms of identity and tells my mental health with this transitional side of sport.

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00:56:10.530 --> 00:56:21.630

Dr. Alvin Logan : For myself personally, I dealt with that I was injured, to the point to where the doctor told me I could either continue to play with the knee of a 70 year old man or walk with my kids one day.

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00:56:23.280 --> 00:56:31.350

Dr. Alvin Logan : And so being forcibly ripped from playing college football's like Okay, what do I do I turned to upper campus at the time they didn't have.

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00:56:32.790 --> 00:56:40.350

Dr. Alvin Logan : team therapist or psychologist that I could work with. It's seemingly a new phenomenon right and I turned in my community.

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00:56:40.860 --> 00:56:47.970

Dr. Alvin Logan : Right and I was able to replace that identity with a scholar identity and being part of a brotherhood Kappa Alpha Psi ® fraternity incorporated.

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00:56:48.480 --> 00:56:57.150

Dr. Alvin Logan : help to replace that with meaning and value right and as a tertiary or a secondary experience in mind, like my father and my Community played a big role in it.

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00:56:58.110 --> 00:57:06.540

Dr. Alvin Logan : The constant messaging that okay you're more than happy to constant messaging that was let's help push towards another goal

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00:57:07.350 --> 00:57:13.290

Dr. Alvin Logan : it propped me up, it kept me going right and I couldn't have those pieces without those levels of support.

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00:57:13.650 --> 00:57:18.810

Dr. Alvin Logan : So, in short, and I know there's more answers but, in short, I think those three levels so

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00:57:19.200 --> 00:57:27.930

Dr. Alvin Logan : Within the Department of therapists, psychologists, upper campus your mentors, your professors, folks that are working towards your betterment academically.

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00:57:28.260 --> 00:57:37.260

Dr. Alvin Logan : And then third is your Community folks that are going to support you regardless right unconditional love and they're gonna help progress you towards different goals are going to be your three defenses, in my opinion.

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00:57:38.190 --> 00:57:44.700

Dr. Alvin Logan : Of aiding your mental health journey outside of sports being a salient identity and the main identity in which you do in your life.

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00:57:46.170 --> 00:57:51.750

Sarah Shultz: But another one so along those ideas of the identities, we have one.

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00:57:52.350 --> 00:58:00.540

Sarah Shultz: listener, who says that they've always established identity as being something that changes, based on the environment in the experiences of the individual yet you've established.

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00:58:00.840 --> 00:58:13.920

Sarah Shultz: that we can have identities, in relation to many aspects of ourselves. How as practitioners, can we work with our clients or athletes to better understand identity within that field of kinesiology, exercise science, athletics.

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00:58:14.880 --> 00:58:17.430

Dr. Alvin Logan : Great question, deep question

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00:58:20.670 --> 00:58:29.790

Dr. Alvin Logan : I think the first place my mind goes to tell you to listen, the experience of an athlete can be drastically different.

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00:58:30.300 --> 00:58:36.120

Dr. Alvin Logan : From athlete to athlete depending on their upbringing, their experience like what they bring to that room at that moment when they're sitting down with you.

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00:58:36.840 --> 00:58:41.520

Dr. Alvin Logan : They can be drastically different so your first instance in which I imagine you're trying to is to listen.

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00:58:42.330 --> 00:58:55.170

Dr. Alvin Logan : And to help work through the challenges which they bring up as they tell their story and their experiences right and, you can't solve somebody's problems, but you can give them the tools to solve the problems for themselves right.

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00:58:56.430 --> 00:59:00.180

Dr. Alvin Logan : And the fear within trying to solve somebody's problem is you fall into the savior mentality.

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00:59:00.750 --> 00:59:07.710

Dr. Alvin Logan : Which again it's a difficult place to be, because now you're exerting effort and trying to fix things in their life which they may not want.

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00:59:08.100 --> 00:59:13.920

Dr. Alvin Logan : Right, but on the front hand if you're listening and really sitting back and taking stock of everything that's happening.

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00:59:14.550 --> 00:59:21.690

Dr. Alvin Logan : it's easier to employ tools or to give them tools to say Okay, you are experiencing extreme grief and loss.

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00:59:22.200 --> 00:59:32.370

Dr. Alvin Logan : here's what we normally do with the situation right here's what you can do I mean what's going to work for you, continuing to listen and to continue to support them where they need to be supported and sometimes.

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00:59:32.850 --> 00:59:39.930

Dr. Alvin Logan : folks just have to sit in that loss and grief for a minute to feel that emotion, to be present in that emotion, so that they understand how to move forward.

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00:59:40.290 --> 00:59:48.960

Dr. Alvin Logan : And they understand that they're not broken people but they're just experiencing a big challenge and grief right, sometimes it needs to just sit in those.

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00:59:50.010 --> 00:59:57.810

Dr. Alvin Logan : So it all depends on athlete and I wish I could give like a blanket statement, but the only thing I can give in terms of blanket is to listen right and that's something that

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00:59:58.470 --> 01:00:07.080

Dr. Alvin Logan : I felt very wholeheartedly from the communities, I mentioned that helped me with a transition out of sport is that they listened. They listened to the struggles, they listened to the challenges that brought about.

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01:00:07.560 --> 01:00:13.230

Dr. Alvin Logan : And the communities in which I transitioned into and chose to attach my identity to are like.

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01:00:14.550 --> 01:00:23.490

Dr. Alvin Logan : The biggest support folks because they heard how that piece of in-group identity in that activity of those people we're going to continue.

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01:00:23.880 --> 01:00:33.450

Dr. Alvin Logan : The positive trajectory with my association with them right and they wanted to capitalize on the pieces that said Okay, this is how you feel valued, so why don't we do more of this right.

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01:00:35.370 --> 01:00:41.730

Dr. Alvin Logan : So yeah at the base of it is to listen outside of that, I mean I think each individual athlete is going to tell you how they feel

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01:00:42.240 --> 01:00:50.130

Dr. Alvin Logan : and help you to give them tools to remove themselves from the situation or to transition to another situation based off of what they have and what they bring to the table so.

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01:00:50.730 --> 01:01:02.820

Dr. Alvin Logan : Sorry it's not a full answer you know I'm not a therapist by trade or counselor, but I am someone who's been through an experience and transition out of sport and the biggest piece for me was that folks are willing to listen.

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01:01:04.590 --> 01:01:06.390

Sarah Shultz: Feeling seen right.

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01:01:07.530 --> 01:01:22.410

Sarah Shultz: One last question then I'm gonna let you go in the last dance Michael Jordan stated, he never engaged in protest and that he didn't want to be seen as a role model in that way, yet last year he donated 100 million dollars over 10 years fighting racial injustice.

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01:01:23.580 --> 01:01:32.760

Sarah Shultz: How do you interpret this and, are we evolving

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01:01:33.990 --> 01:01:45.510

Sarah Shultz : into that space or is again part of this idea of the trends that people want to make sure they're part of.

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01:01:45.660 --> 01:01:46.500

Dr. Alvin Logan : Yeah, Mike was a businessman.

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01:01:47.280 --> 01:01:54.810

Dr. Alvin Logan : I think there was a book Michael incorporated that talked about his business aspects and the fact that he would be like Republicans by George two.

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01:01:56.430 --> 01:02:05.580

Dr. Alvin Logan : He likes to be in the middle, he likes to be loved he's an influencer, especially when it comes to business and he understands that to get the dollar you can't see anything but green.

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01:02:06.690 --> 01:02:13.470

Dr. Alvin Logan : Now his donations to social justice causes also came with donations to let's say blue lives matter and the police.

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01:02:13.980 --> 01:02:19.920

Dr. Alvin Logan : Right so it's not that there's a one way I'm supporting this cause I'm supporting this mission.

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01:02:20.910 --> 01:02:30.570

Dr. Alvin Logan : But when it becomes favorable and a fad I think he's definitely in the conversation right and this past year, it was in a conversation and I don't know his personal life, I mean Jordan may believe some things that.

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01:02:31.500 --> 01:02:42.240

Dr. Alvin Logan : You know, would be inconceivable to me right, but his participation in supporting a cause and not wanting to be seen, that's just His style of doing things because he understands to be.

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01:02:42.780 --> 01:02:54.780

Dr. Alvin Logan : Supported by everybody, you can't seem one side of you can't polarize things do I think that's a way to go about it, I don't. I think that just leaves the status quo, but it puts dollars in his pocket.

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01:02:56.760 --> 01:03:04.500

Dr. Alvin Logan : And you know I think that's the philosophy for a businessman. That's what a lot of people think they'll put forth whatever, which is why we see a lot of black lives matter state and is popping up on.

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01:03:05.190 --> 01:03:10.260

Dr. Alvin Logan : Companies and you get emails from your bosses saying "hey, black lives matter, this will be believe" and.

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01:03:10.650 --> 01:03:17.820

Dr. Alvin Logan : You know, because it became a fad it became something if you weren't saying it, you are going to be, you know sit down and folks don't want to work there, or you know, whatever it may be.

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01:03:18.390 --> 01:03:30.930

Dr. Alvin Logan : And I think Jordan has followed that right, but again I don't know what he, what else he does behind the scenes, he may have a different ideology and I think it's not necessarily progressing towards social justice when you have folks that are just playing the middle.

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01:03:33.360 --> 01:03:41.490

Dr. Alvin Logan : But like I said he's a businessman you got folks like the Lebron I keep coming back to Lebron I think he's the greatest basketball player ever over Jordan just letting y'all know.

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01:03:42.120 --> 01:03:50.970

Dr. Alvin Logan : I think that, because he does a lot more off the Court and he does a lot to talk about not just social justice issues, but he does a lot to talk about education.

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01:03:51.930 --> 01:03:58.650

Dr. Alvin Logan : which you can consider social justice issue, but he does a lot, not to just talk either he uplift the Community right, the creation of a school, who

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01:03:58.980 --> 01:04:06.120

Dr. Alvin Logan : How many of these, do you know that created a school in their home community? How many athletes do you know that send folks from their home Community to college?

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01:04:07.500 --> 01:04:10.860

Dr. Alvin Logan : Not very many right that's a big cause and that's a pronounced cause.

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01:04:11.280 --> 01:04:18.510

Dr. Alvin Logan : As it's been stated, this is Lebron doing this. He's proud of the things that he's doing right doesn't have to do them behind the scenes and it's not about dollars and cents.

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01:04:19.080 --> 01:04:32.310

Dr. Alvin Logan : For him it's about impact right so yeah. That's a roundabout way of answering a question but Jordan incorporated was a big eye opening thing for me, especially when I read the book and just looking at the taxess, which Jordan has put forward.

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01:04:32.910 --> 01:04:39.060

Dr. Alvin Logan : On top of this quoted by saying "Republicans by Jordans two" right business man through and through.

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01:04:40.230 --> 01:04:46.500

Sarah Shultz: Well, I have thoroughly enjoyed this conversation. I'm so so grateful to you for coming on.

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01:04:46.860 --> 01:04:57.210

Sarah Shultz: To our podcast and for sharing your thoughts and your experiences and your research and your expertise it's been incredible and I want to thank you very much for taking the time to speak with us today.

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01:04:58.110 --> 01:05:03.090

Dr. Alvin Logan : Yeah, Thank you all for having me it's been a good experience, to say the least, and I think.

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01:05:03.810 --> 01:05:11.850

Dr. Alvin Logan : You know, to folks listening, thank you for listening. I hope you're able to carry something from this talk as a message to work within your own communities.

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01:05:12.240 --> 01:05:17.130

Dr. Alvin Logan : But if anybody has any questions you know where to find me I think my information is pretty apparent.

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01:05:18.000 --> 01:05:31.800

Dr. Alvin Logan : i'd love to discuss with you, I love to have you my classes one day of your students, whatever it may be, but you know, keep continuing to learn, because that's, the only way we're going to get past the way in which we operate right now society.

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01:05:32.670 --> 01:05:39.060

Sarah Shultz: Join us for our next podcast as we celebrate zero discrimination day on Monday March, the first.

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01:05:39.480 --> 01:05:50.820

Sarah Shultz: We will talk with Briana Durand about healthcare bias towards the LGBTQIA+ community and how we can provide better care to those marginalized individuals.

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01:05:51.210 --> 01:05:58.620

Sarah Shultz: As usual, we can always be reached through our website and social media platforms Tyler, can you tell our friends, how to find us on the World Wide Web please.

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01:06:00.240 --> 01:06:11.880

Seattle U Webinar Host: Yes, you can follow us on our social media @SeattleUKinesiology on Twitter instagram Facebook for more information, you can go to our website Seattleu.edu/kinesiology.

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01:06:12.120 --> 01:06:25.200

Seattle U Webinar Host: We've also got our archived podcasts on there, and lastly we're on pod being where you can share like download and follow all of our podcast episodes that's at Red Hawk squawk exercise for life podcast.

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01:06:26.370 --> 01:06:32.400

Sarah Shultz: Thank you very much. That's all the time we have for today. Thanks again and remember, be kind, be healthy and be active.